

Work Life Integration & Its Role in Organizational Development

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Abstract: *In recent years the new term “The work life Integration” has been achieving popularity. Work life balance introduction new aspects Work life Integration it is really different from Work life Integration. This paper on work life integration and organisation development gained popularity with the major aim to have supporting employee growth in every dimension of life (personal/professional). lighter the review of other researchers identifies the various effects on quality of life integration, and satisfaction, conflict growth on professional life with the organisation development policies. In this paper employee define the work life integration effect on the organisation development.*

Keywords: *Work life Integration, Organization Development.*

1. INTRODUCTION:

The nearly impossible agenda of work life balance has been replaced by the more pragmatic concept of work life integration. Working people have traditionally faced the challenge of meeting the competing demands of work and family life with the assumption that they were solely responsible for managing their own balancing acts and could not expect significant assistance from anyone in this regard. Researches indicate that workers, as well as organizations have benefited by where employees have a much- satisfied work-life balance. Employees and organizations both benefit when employees have a healthy work-life balance (Baltes, Briggs, Huff, Wright, & Neuman, 1999; Burke, 2010). For example, Baltes et al. (1999), found that employees reported increased job satisfaction and organizational leaders reported better employee attitudes, improved work performance, and reduced costs when organizational work-life balance policies were in place.

Work life integration is a means by which we can integrate both the area of life i.e, work and family in an effective manner towards organisational development.

Work Life Integration

A self determined state of well being that a person can reach or can set a goal that allows them to effectively multiple responsibilities at work home and in their community. It supports physical, emotional family and community health and does so without grief stress or negative impact. Work Life Integration depends upon person to person. It will not be 50/50. relationship.

Work-life integration is a logical evolution from ‘work-life balance’. Balance implied that work and life were in competition, but integration connotes the real-world experience where career-minded employees are committed to managing both work and family priorities simultaneously.

Organization Development

Organizational development is a long-term effort that enhances organizational performance and improves organization's visioning, empowerment, learning, and problem-solving processes. It is a body of knowledge and practise to develop organizational strategies, structures, and processes for improving an organization's effectiveness.

2. REVIEW OF LITERATURE:

Number of researches has been conducted on work life balance which has not given clear indication of how to balance the challenges of both workplace and family lives.

Burke (2010) had stating that: “Men reporting organizational values more supportive of work-personal life balance also report working fewer hours and extra hours, less job stress, greater joy in work, lower intentions to quit, greater job career and life satisfaction, fewer psychosomatic symptoms and more positive emotional and physical wellbeing (p. 91).”

Raj Adhikar and Kumar Gautam (2010) opined that quality of work life lead to create motivation, loyalty and flexibility in the workforce. All these factors are crucial for competitiveness of organizations and also quality of work life lead to reduce absenteeism, turnover rates of employees and increase their job satisfaction.

Heskett, Sasser and Schlesinger (1997) summarize quality of work life as the outlook that employees have towards their job, colleagues and organization that light a chain leading to the organization’s growth and profitability.

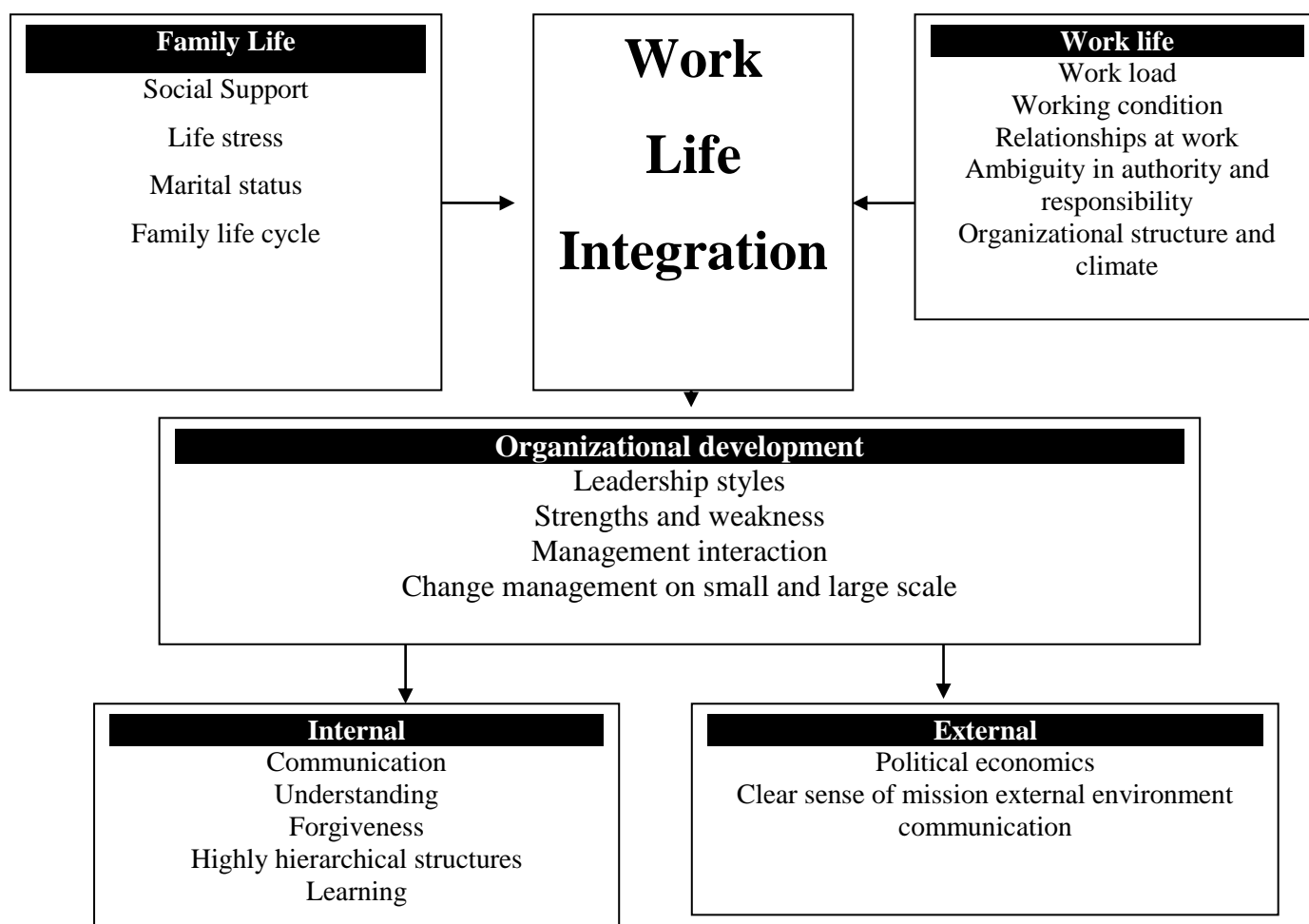
While work-life balance involves many aspects of an individual’s life, for those who are parents, being involved in their children’s lives is what typically consumes most of their time outside of work.

3. RESEARCH METHODOLOGY:

The aim of the paper is to highlight the relationship between work life integration and organisational development. This paper builds on theoretical constructs and reviews given by various researchers.

4. DISCUSSION AND FINDINGS:

A satisfied work life balance is major concern for all employees. At family level many variables like Social Support, Life stress, marital status, Family life cycle influences employee’s performance and at work level Many variables like Work load, Working condition, Relationships at work, Ambiguity in authority and responsibility, Organizational structure and climate influence the performance of employees. Employees try to manage and retain proper work life balance and Efforts are also made to create conditions in the organizations to achieve optimal production by the employees. But in fact the major problem in this concern is that the interests of the organizations and employees are not in the same direction. Employees wish to have less work with them and try to steal some time for their family while managers try to take optimal production from existing workers by overloading them. Similarly, employees desire to earn more by fewer efforts while managers try to pay less to the workers to keep the costs low. In either case, performance of the employees affects. Today, in practical life each employee seems to be exposing the work life integration problem. Each individual is under a range of stress variables both at work and in their personal lives, which ultimately affect their health and performance. Hence, workload and stress issues are rising day-by-day, which requires an integrated approach to resolve the issues. This chart is an attempt to combine and evaluate different variables those are closely related to balanced work life and promote organizational development.



Family Life

Social support has important influence on outcome across the life span; social support network is beneficial and consistently found among various age groups. In today's worker manages job and family too. They want to be happy in personal and as well as in professional lives. Work life integration reduces life stress and balances both domains of family and organizational environment

The effect of the marital status falls on work life integration because there is work to do in the married life, along with many other responsibilities that have to be fulfilled in the family.

In Family life cycle, there are three stages; independence, married, and parenting. All Stages have its own responsibility. If worker still independent so he can put most of his attention on work and on the other side a married worker's priority shift towards for his partner. Parenting is the last stage where parents love and care are totally shifted towards their children upbringing.

Work Life

Workload alludes to the intensity of job assignments. It is a wellspring of mental stress for employees. Time pressure, work pressure, performing too many difficult tasks, working on unnecessary things and inconsiderate supervisor's behaviour are all the causes of Job Stress. Working conditions of an organization including shift problems, inadequate pay, weekend duty, long working hours, safety issues and discrimination affects the performance level of an employee. A healthy and strong employee's relation at work leads to high level of work engagement, better performance, greater employee happiness and even increased their productivity.

Ambiguity in goals, objectives, authority, responsibilities and no proper guidance negatively affects employees' creativity. Employees' ill-defined role, functions, expectations, and duties decrease their performance level.

Organizational structure and climate: Organizational structure and climate play an important role in balancing life.

Inadequate resources, mismatch between abilities and requirements, communication policy and practice, major changes in the workplace, culture of the organization, and participation in decision-making process are the things that affects employees' lives.

Organizational development

Organizations can benefit when employees have a healthy work-life balance; the influence leaders play in assisting employees achieve work-life balance and develop their organization in an effective manner. Motivational leadership can help employees to reduce stress by helping them secure treatment at work for the symptoms of stress through counselling and organizing stress-reduction workshops and encouraging stress-reduction activities. Employees having integrated work life are generally more engaged, have higher morale and are more productive than others. Employees Work life balance enhances management interaction and help in organizational development. Work life integration has significant impact on the performance of employees. Extensive high workload of job and family responsibility correlate to low performance. Work life integration can provide opportunities for people to balance their responsibilities at work with family duties and change their organization at small or large scale for better outcomes.

Internal level

Work life integration helps to improve loyalty and commitment with greater job satisfaction and organizational development at internal level. When workers are organized into self-managing groups and overlap in task assignments, they may be able to take at least temporary responsibility for one another's work when needed, thereby allowing individual workers to accommodate needs arising from the family domain and it also improves their understanding. The nature of the connection between employees and their organizations, supervisors, coworkers, and clients improves through better work life integration. It affects the degree to which these workers are able to capitalize on the flexibility that is a core potentiality of organizational development. Employee today wants to maintain an overall sense of harmony in life and workplace too. Even organizations are going the extra mile in engaging with their workforce and helping them attain the elusive work-life integration in order to develop their organization. Organizational development needed is to have a focused understanding amongst the employer and the employee at all the level; Supporting work-life integration, and offering avenues of spending quality family-time helps in understanding employee's temperament, work style, convenience, and the personal ethos, and offering them the comfortable work environment that they seek for development of their organization. Work-life integration as a part of business strategy helps in communicating, learning, training and analysing the employee sub-cultures and create opportunities for focused deliverance of work-ethos which improves productivity, building employee morale and enhancing competitiveness over time.

External level

Work-life integration fuses the positives of everyday life into the work culture, essentially fulfilling the purpose of the organizational development. Work life integration model allows employees to just get the work done in the most efficient way possible. This allows for a better utility of time, space, and efforts, thus ensuring an economic outlook towards work. Work life integration provides an employee a clear sense of mission as with clear goals and objective employee delivers smart work with higher productivity in lesser time allocated to the activity. Work life integration creates a positive alignment by which team stays highly motivated and bring greater productivity to work to understand the external environment of business and achieve the company's larger organizational goals. Work life integration boost employee productivity, organizations need to align the employee's interests and the company goals to ensure seamless work integration by the effective communication channel. Communication provides a platform to understand the importance of work-leisure integrated life, which helps them grow personally and professionally.

5. CONCLUSION:

Work-life integration encourages employees to find a defined line between work and life and ensure that both don't overlap each other. Work-life integration inspires employees to find the best approach to incorporate the requisites of wholesome working, and healthy living amongst each other, to create the best life scenario. Looking to offer employees an avenue of getting work done in all scenarios, work-life integration is all about increasingly obliterating the lines between work and life and not overwhelmed by any of them. In today's work parlance, work-life integration holds much importance in order to believe that people work best when they are offered opportunities to work according to their ease. If they can deliver excellent results working from home, so be it; or, if they can have better concentration and work brilliantly being in office overtime, it is their prerogative. Using the flexibility technique of work and life, corporates are today increasingly offering advantageous work opportunities to their employees that allow the workers to have better lives and a great job.

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